Respondent Demographics

74 total responses

**Industry**

- Automotive: 3%
- Business Services: 3%
- Consumer Products: 3%
- Energy: 3%
- Financial Services: 15%
- Food Products and…: 9%
- Health Care: 15%
- Hospitality: 8%
- Manufacturing: 18%
- Retail: 5%
- Telecommunications: 3%
- Utility: 2%
- Other: 12%

**Number of Employees**

- More than 400,000: 1%
- 300,001–400,000: 3%
- 200,001–300,000: 3%
- 100,001–200,000: 12%
- 50,001–100,000: 12%
- 10,001–50,000: 42%
- 1,001–10,000: 22%
- 0–1,000 employees: 5%
Q1: Is your company required to file a 10-K Annual Report with the Securities and Exchange Commission?

Answered: 73   Skipped: 1

- Yes: 97%
- No: 3%
Q2: What categories and/or metrics are you including or considering reporting in your 10-K, if any, specifically in response to the new SEC HCM reporting requirement? Please check all that apply.

Answered: 45    Skipped: 29

- Employee engagement: 69%
- Breakdown of full-time, part-time employees: 67%
- Company culture: 62%
- Workforce diversity: 60%
- Employee turnover data: 47%
- Talent development: 47%
- Employee well-being: 33%
- The number of temporary employees, seasonal employees, and independent contractors: 27%
- Pay equity/compensation design: 22%
- Talent retention: 22%
- Other (please specify): 11%
Q2: What categories and/or metrics are you including or considering reporting in your 10-K, if any, specifically in response to the new SEC HCM reporting requirement? *Please check all that apply.*

Answered: 45    Skipped: 29

**Other (5 responses)**

- Succession
- Still TBD - intend to keep disclosure high-level and qualitative since we disclose many of these data in our 2020 Human Capital Management report
- Currently, the number of employees
- Health and Safety, Training
- Safety
Q3: Which metrics, if any, have you reported previously as part of the company’s sustainability or ESG reporting? Please check all that apply.

Answered: 44    Skipped: 30

- Company culture: 61%
- Workforce diversity: 57%
- Employee engagement: 48%
- Employee well-being: 39%
- Breakdown of full-time, part-time employees: 36%
- Talent development: 34%
- Pay equity/compensation design: 30%
- Employee turnover data: 23%
- Talent retention: 20%
- Other (please specify): 11%
- The number of temporary employees, seasonal employees, and independent contractors: 7%
Q3: Which metrics, if any, have you reported previously as part of the company’s sustainability or ESG reporting? Please check all that apply.

Answered: 44    Skipped: 30

Other (5 responses)

• We only report total number of employees without further breakdown of F/T or P/T
• Safety
• Reported leadership diversity (gender & ethnicity) only
• Overall headcount
• Diversity of BOD and Exec Team
Q4: Separate from the SEC standards, do you anticipate launching new corporate human capital initiatives next year?

Answered: 46    Skipped: 28

Yes (please explain) 39%
No 61%
Q4: Separate from the SEC standards, do you anticipate launching new corporate human capital initiatives next year?

Answered: 46    Skipped: 28

Yes, please explain (18 responses)

- Next Generation talent development - broader and deeper reach to employees
- Yes we are planning to publish our diversity representation in our annual ESG equivalent report as well as publish our EEO-1 data
- Yes, internal measurement of specific HC measures
- Employee Recognition Program
- Workplace of the Future
- Increased focus on inclusion and diversity initiatives
- Leadership development related disclosures
- Executive Officers will be responsible for setting goals (not quotas) for their respective function in support of the overall goals.
- Yes, internally we are conducting a review of our programs and policies to ensure none inadvertently harm any particular group. We are also working to enhance and measure inclusion, and set long-term goals around representation.
- DE&I, Company Culture and Retention initiatives
- Continued development of our D&I program, engagement survey
- We are incorporating I&D goals into LT performance objectives for 2021 as part of overall I&D strategic roadmap
- Refreshing our talent strategy to be aligned with new purpose and culture
- Broader ESG disclosures including human capital and considering expanded internal/external human capital report
- A number of efforts are anticipated, including: retooling compensation practices, furthering our D&I strategy, enhancing communication efforts, additional training & development actions
- Evolving our Culture and Inclusion Council, implementing a new ATS, and redefining our career framework
- We will be doing more around D&I
- DEI efforts
Q5: If you answered yes to the previous question (do you anticipate launching new corporate human capital initiatives next year), how will you disclose these initiatives? Please check all that apply.

Answered: 19  Skipped: 55

- As part of our sustainability or ESG report: 89%
- On our Proxy Statement: 32%
- As part of our 10-K report (the new HCM reporting requirement): 26%
- Other (please specify): 26%
Q5: If you answered yes to the previous question (do you anticipate launching new corporate human capital initiatives next year), how will you disclose these initiatives? Please check all that apply.

Answered: 19    Skipped: 55

Other (5 responses)

• EEO-1 report w/ relevant communication envelope to provide context

• If we disclose will be in a CR report, but not sure that we will disclose at all

• Still determining

• Potentially through human capital report

• TBD, likely a combination of the three
Q6: What is your biggest concern about the SEC’s new human capital reporting standard?

Answered: 46  Skipped: 28

<table>
<thead>
<tr>
<th>Concern</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is redundant: Our company will disclose the human capital information we believe most relevant to our stakeholders that is not competitively harmful irrespective of the standard</td>
<td>39%</td>
</tr>
<tr>
<td>It will result in more disclosure that does not provide useful information</td>
<td>22%</td>
</tr>
<tr>
<td>It will require more internal compliance without resulting in more additional or helpful information for investors</td>
<td>20%</td>
</tr>
<tr>
<td>It will pressure companies into disclosing information that may be competitively harmful</td>
<td>15%</td>
</tr>
<tr>
<td>It may cause employees to disclose more information (e.g., on diversity) than they are comfortable disclosing</td>
<td>4%</td>
</tr>
</tbody>
</table>